

**Exhibit A**

# **Exhibit A**

RECORDED PORTIONS OF MASSACHUSETTS LEGISLATURE'S  
JOINT COMMITTEE ON LABOR AND WORKFORCE  
DEVELOPMENT SESSION  
APRIL 16, 2025

(Transcript Prepared from Audio File)  
Roxanne C. Costigan

1           TIMESTAMP 0:29:44 - 0:35:50:

2           REP. McCURTRY: Continuing with testimony,  
3 we're going to call on Mr. Rob McCarron, the  
4 president of the AICUM, to testify in House  
5 2014. Mr. McCarron, welcome.

6           MR. McCARRON: Thank you, chairman. Thank  
7 you, Chair McMurtry, Chair Olivera good to see  
8 you. Good to see you, members of the committee.  
9 Thank you for this opportunity. My name is Rob  
10 McCarron. I'm president of the Association of  
11 Independent Colleges and Universities in  
12 Massachusetts. We are 58 private, nonprofit  
13 colleges across the Commonwealth. Health  
14 educate 290,000 students and employ nearly  
15 100,000 people and we are anchors of local  
16 economics and represent a \$71 billion impact for  
17 the state every year and I'm here to offer my  
18 support for House Bill 2164 and Senate Bill  
19 1369. And I want to thank Representative Jeff  
20 Roy and Senator Mike Rush for filing these  
21 bills. Both Chair Roy, I mean Representative  
22 Roy, and Senator Rush recognize that the  
23 legislation is needed to correct an unintended

1 consequence in the Massachusetts Wage Act and,  
2 you know, the Wage Act was enacted to target  
3 unscrupulous employers, those who did not pay  
4 their employees in full and on time; however,  
5 there's been an unintended consequences have  
6 resulted from. Primarily two things. One is an  
7 oversight in the statute for providing  
8 exceptions for certain types of employment that  
9 historically and reliably have paid employees on  
10 basis, and also the SJC, the Supreme Judicial  
11 Court's decision in 2022 and Reuter v. City of  
12 Malden to apply the automatic trebling of  
13 damages to the underlying wages rather to the  
14 statutory interest, and these unintended  
15 consequences were only revealed recently with  
16 the filing of four class action lawsuits against  
17 colleges and universities in Massachusetts and  
18 House 2164 and Senate 1369 seek to address  
19 devastating financial impact to these  
20 institutions that would result from these  
21 lawsuits. And again, because of the Supreme  
22 Court decision in the Reuter case greatly  
23 amplifies the potential damages in a way that

1 does not align with the legislative intent of  
2 the Statute. It places hundreds of millions of  
3 dollars and even billions of dollars at issue  
4 and it's very important to note that all of the  
5 employees of the institutions that have been  
6 targeted by these class action lawsuits received  
7 their full pay and on the regularly scheduled  
8 basis. There are no allegations that an  
9 employee was paid less than what they were owed  
10 and there are no allegations that any employee  
11 was paid later than the established pay  
12 structure. Again, the intent of the Mass Wage  
13 Act is to go after those unspecified employers,  
14 and there is no allegation of any of that in  
15 these cases. And the financial harm to the  
16 institutions is entirely disproportionate to the  
17 potential damages suffered by the affected  
18 employees and the resulting harm to the  
19 institutions would dramatically affect their  
20 ability to serve students and employees. And I  
21 also wanted to raise that these lawsuits have  
22 been filed and what are, you know,  
23 unprecedented, unprecedented uncertainty for

1 colleges and universities. We have seen  
2 significant threats to international students  
3 and when you think of international students,  
4 that's a \$4 billion benefit to the Massachusetts  
5 economy every year to have those students here  
6 on our campuses with the talents and interests  
7 that they bring every year. There's also been  
8 cuts to research funding; existing contracts  
9 have been terminated; and the new awarding of  
10 newer grants has been slowed down considerably.  
11 That's a huge impact to the Massachusetts  
12 economy, \$3.5 billion every year. Layer on  
13 attacks on DEI, threatening schools to cut off  
14 their financial aid funding if they violate a  
15 very ambiguous description of DEI threats to  
16 increase and expand the endowment tax cut  
17 financial aid. It's just the really  
18 unprecedented time for higher education  
19 generally and when you layer on these lawsuits  
20 the impact to these institutions would be  
21 significant, severe and it would affect  
22 students; it would affect financial aid; it  
23 would affect jobs; it would affect research.

1 And both of the bills seek to treat employees of  
2 nonprofit colleges and universities in a manner  
3 that is consistent with exemptions that exist in  
4 the statute and also maintain the critical role  
5 of the statute to go after unscrupulous  
6 employees and that I would ask for the  
7 committee's support for these legislation, both  
8 of these bills.

9 REP. McCURTRY: Thank you, Mr. McCarron. I  
10 appreciate you being here in person to testify,  
11 obviously a very significant and not timely  
12 matter. Look, we and the legislature, we try to  
13 do the best we can but we don't get it right all  
14 the time and occasionally there's an unintended  
15 consequence. One of the beauties of the work  
16 that we do is have an opportunity to go back  
17 and, you know, address these matters. So,  
18 really important that you are here. We  
19 appreciate that we're hearing about on a daily  
20 basis and it's important for you to share the  
21 impact that it's going to have on the  
22 institution of higher education and others  
23 across the Commonwealth. Thank you. Any

1 members of the committee have questions for Mr.  
2 McCarron. Senator, thank you, Mr. Chairman.  
3 Thank you, Rob, for your testimony. What are  
4 the four institutions that are involved in this  
5 class action lawsuit?

6 MR. McCARRON: Amherst College, Boston  
7 University, Harvard University and Currie  
8 College. And I know that they are also actively  
9 pursuing via social media other campuses and  
10 that's why we're concerned more broadly about  
11 the impact could be even worse. Thank you. Any  
12 questions? Any questions? Thank you so much.  
13 Thank you very much.

14



1           TIMESTAMP 1:19:15 - 1:21:57:

2           REP. McCURTRY: Thanks for being here.

3   Joining us remotely is the Associate Industries  
4   Massachusetts, Mr. Sam Lawson. Sam, can you  
5   hear us? Through the miracle of technology.  
6   That's very incredible things with technology  
7   they did just zip a little press of a button and  
8   you appear. So joining us in person from the  
9   Associated Industries of Massachusetts is Mr.  
10   Sam Lawson. Thank you, Sam.

11          MR. LAWSON: Good afternoon, Chairman, Chair  
12   Olivera, members of the committee. My name is  
13   Sam Lawson. I'm the vice president of  
14   government affairs, Associated Industries of  
15   Massachusetts. AIM is the largest statewide  
16   business association with over 3,400 members and  
17   100 different, 50 different sectors of the  
18   economy. We represent some of the largest  
19   employers in the state down to some many small  
20   and medium sized mainstream businesses or  
21   average members about 200 employees. As the  
22   leading voice of the employer community, we  
23   often have a strong interest in the members

1 before this committee and the interests, the  
2 issues that you work on. Last session we worked  
3 with the chairs to develop and eventually pass  
4 historic pay transparency legislation. We  
5 believe our collaboration with advocates this  
6 committee and the staff can serve as a model for  
7 achieving consensus and outcomes that work for  
8 everyone. We look to continue to build on that  
9 process this session. Our members' primary  
10 concern this session revolves around the cost of  
11 doing business and increasingly unstable  
12 regulatory environment at the federal level. In  
13 particular, for this committee we're concerned  
14 with one, first and foremost, the structural  
15 insolvency of the state's unemployment insurance  
16 fund. We look forward to working with you all  
17 to find a solution that works for everyone.  
18 Two, the spike in kind of gotcha lawsuits  
19 targeted using the Wage Act to target many  
20 members for technical violations. You heard  
21 some of the higher ed institutions dealing with  
22 that earlier; it's probably in a lot of  
23 industries as well. Three, continue issues with

1 the costs and implementation of paid family  
2 leave program, and for the state what we're  
3 calling the statewide talent crisis. We have  
4 employers of all sizes and shapes that cannot  
5 fill the talent that they need despite low and  
6 persistently low unemployment, we still have VAC  
7 across many sectors in many industries. I look  
8 forward to working with you, all the session and  
9 the committee and your staff and I welcome any  
10 questions at this time.

11 REP. McCURTRY: Since you're here, any  
12 questions? We appreciate you showing up in  
13 person.

14 MR. LAWSON: Of course. Happy to be here  
15 and look forward to the collaboration this  
16 session.

17 REP. McCURTRY: Productive measures taken  
18 up in past sessions and there's obviously a lot  
19 of significant issues, so thank you, Sam.

20

21

1

2

I, Roxanne C. Costigan, Registered  
Professional Reporter, do hereby certify that  
the foregoing testimony prepared from designated  
portions of audio files furnished by the parties  
herein is true and accurate to the best of my  
knowledge and belief.

3

4

\_\_\_\_ 7/31/2025 \_\_\_\_  
Date Roxanne C. Costigan

|  |  |  |   |   |
|--|--|--|---|---|
| <div>A</div> <p> <b>Ability</b> - 4:20<br/> <b>Achieving</b> - 9:7<br/> <b>Across</b> - 2:13, 6:23, 10:7<br/> <b>Act</b> - 3:1, 3:2, 4:13, 9:19<br/> <b>Action</b> - 3:16, 4:6, 7:5<br/> <b>Actively</b> - 7:8<br/> <b>Address</b> - 3:18, 6:17<br/> <b>Advocates</b> - 9:5<br/> <b>Affairs</b> - 8:14<br/> <b>Affect</b> - 4:19, 5:21, 5:22, 5:23<br/> <b>Affected</b> - 4:17<br/> <b>Afternoon</b> - 8:11<br/> <b>Against</b> - 3:16<br/> <b>AlCUM</b> - 2:4<br/> <b>Aid</b> - 5:14, 5:17, 5:22<br/> <b>AIM</b> - 8:15<br/> <b>Align</b> - 4:1<br/> <b>Allegation</b> - 4:14<br/> <b>Allegations</b> - 4:8, 4:10<br/> <b>Ambiguous</b> - 5:15<br/> <b>Amherst</b> - 7:6<br/> <b>Amplifies</b> - 3:23<br/> <b>Anchors</b> - 2:15<br/> <b>Appear</b> - 8:8<br/> <b>Apply</b> - 3:12<br/> <b>Appreciate</b> - 6:10, 6:19, 10:12<br/> <b>Associate</b> - 8:3<br/> <b>Associated</b> - 8:9, 8:14<br/> <b>Association</b> - 2:10, 8:16<br/> <b>Attacks</b> - 5:13<br/> <b>Automatic</b> - 3:12<br/> <b>Average</b> - 8:21<br/> <b>Awarding</b> - 5:9                 </p> <div>B</div> <p> <b>Back</b> - 6:16<br/> <b>Basis</b> - 3:10, 4:8, 6:20<br/> <b>Beauties</b> - 6:15<br/> <b>Benefit</b> - 5:4<br/> <b>Bill</b> - 2:18<br/> <b>Billion</b> - 2:16, 5:4, 5:12<br/> <b>Billions</b> - 4:3<br/> <b>Bills</b> - 2:21, 6:1, 6:8                 </p> | <p> <b>Boston</b> - 7:6<br/> <b>Both</b> - 2:21, 6:1, 6:7<br/> <b>Broadly</b> - 7:10<br/> <b>Build</b> - 9:8<br/> <b>Business</b> - 8:16, 9:11<br/> <b>Businesses</b> - 8:20<br/> <b>Button</b> - 8:7                 </p> <div>C</div> <p> <b>Call</b> - 2:3<br/> <b>Calling</b> - 10:3<br/> <b>Campuses</b> - 5:6, 7:9<br/> <b>Can</b> - 6:13, 8:4, 9:6<br/> <b>Case</b> - 3:22<br/> <b>Cases</b> - 4:15<br/> <b>Certain</b> - 3:8<br/> <b>Chair</b> - 2:7, 2:21, 8:11<br/> <b>Chairman</b> - 2:6, 7:2, 8:11<br/> <b>Chairs</b> - 9:3<br/> <b>City</b> - 3:11<br/> <b>Class</b> - 3:16, 4:6, 7:5<br/> <b>Collaboration</b> - 9:5, 10:15<br/> <b>College</b> - 7:6, 7:8<br/> <b>Colleges</b> - 2:11, 2:13, 3:17, 5:1, 6:2<br/> <b>Committee</b> - 2:8, 7:1, 8:12, 9:1, 9:6, 9:13, 10:9<br/> <b>Committee's</b> - 6:7<br/> <b>Commonwealth</b> - 2:13, 6:23<br/> <b>Community</b> - 8:22<br/> <b>Concern</b> - 9:10<br/> <b>Concerned</b> - 7:10, 9:13<br/> <b>Consensus</b> - 9:7<br/> <b>Consequence</b> - 3:1, 6:15<br/> <b>Consequences</b> - 3:5, 3:15<br/> <b>Considerably</b> - 5:10<br/> <b>Consistent</b> - 6:3<br/> <b>Continue</b> - 9:8, 9:23                 </p> | <p> <b>Continuing</b> - 2:2<br/> <b>Contracts</b> - 5:8<br/> <b>Cost</b> - 9:10<br/> <b>Costs</b> - 10:1<br/> <b>Course</b> - 10:14<br/> <b>Court</b> - 3:22<br/> <b>Court's</b> - 3:11<br/> <b>Crisis</b> - 10:3<br/> <b>Critical</b> - 6:4<br/> <b>Currie</b> - 7:7<br/> <b>Cut</b> - 5:13, 5:16<br/> <b>Cuts</b> - 5:8                 </p> <div>D</div> <p> <b>Daily</b> - 6:19<br/> <b>Damages</b> - 3:13, 3:23, 4:17<br/> <b>Dealing</b> - 9:21<br/> <b>Decision</b> - 3:11, 3:22<br/> <b>DEI</b> - 5:13, 5:15<br/> <b>Description</b> - 5:15<br/> <b>Despite</b> - 10:5<br/> <b>Devastating</b> - 3:19<br/> <b>Develop</b> - 9:3<br/> <b>Different</b> - 8:17<br/> <b>Dispropor-tionate</b> - 4:16<br/> <b>Dollars</b> - 4:3<br/> <b>Don't</b> - 6:13<br/> <b>Dramatically</b> - 4:19                 </p> <div>E</div> <p> <b>Earlier</b> - 9:22<br/> <b>Economics</b> - 2:16<br/> <b>Economy</b> - 5:5, 5:12, 8:18<br/> <b>Ed</b> - 9:21<br/> <b>Educate</b> - 2:14<br/> <b>Education</b> - 5:18, 6:22<br/> <b>Employ</b> - 2:14<br/> <b>Employee</b> - 4:9, 4:10<br/> <b>Employees</b> - 3:4, 3:9, 4:5, 4:18, 4:20, 6:1, 6:6, 8:21<br/> <b>Employer</b> - 8:22<br/> <b>Employers</b> - 3:3, 4:13, 8:19, 10:4<br/> <b>Employment</b> - 3:8<br/> <b>Enacted</b> - 3:2                 </p> | <p> <b>Endowment</b> - 5:16<br/> <b>Entirely</b> - 4:16<br/> <b>Environment</b> - 9:12<br/> <b>Established</b> - 4:11<br/> <b>Eventually</b> - 9:3<br/> <b>Everyone</b> - 9:8, 9:17<br/> <b>Exceptions</b> - 3:8<br/> <b>Exemptions</b> - 6:3<br/> <b>Expand</b> - 5:16                 </p> <div>F</div> <p> <b>Family</b> - 10:1<br/> <b>Federal</b> - 9:12<br/> <b>Filed</b> - 4:22<br/> <b>Filing</b> - 2:20, 3:16<br/> <b>Fill</b> - 10:5<br/> <b>Financial</b> - 3:19, 4:15, 5:14, 5:17, 5:22<br/> <b>Find</b> - 9:17<br/> <b>First</b> - 9:14<br/> <b>Foremost</b> - 9:14<br/> <b>Forward</b> - 9:16, 10:8, 10:15<br/> <b>Four</b> - 3:16, 7:4<br/> <b>Full</b> - 3:4, 4:7<br/> <b>Fund</b> - 9:16<br/> <b>Funding</b> - 5:8, 5:14                 </p> <div>G</div> <p> <b>Generally</b> - 5:19<br/> <b>Get</b> - 6:13<br/> <b>Go</b> - 4:13, 6:5, 6:16<br/> <b>Going</b> - 2:3, 6:21<br/> <b>Good</b> - 2:7, 2:8, 8:11<br/> <b>Gotcha</b> - 9:18<br/> <b>Government</b> - 8:14<br/> <b>Grants</b> - 5:10<br/> <b>Greatly</b> - 3:22                 </p> <div>H</div> <p> <b>Happy</b> - 10:14<br/> <b>Harm</b> - 4:15, 4:18<br/> <b>Harvard</b> - 7:7<br/> <b>Health</b> - 2:13<br/> <b>Hear</b> - 8:5                 </p> | <p> <b>Heard</b> - 9:20<br/> <b>Hearing</b> - 6:19<br/> <b>Higher</b> - 5:18, 6:22, 9:21<br/> <b>Historic</b> - 9:4<br/> <b>Historically</b> - 3:9<br/> <b>House</b> - 2:4, 2:18, 3:18<br/> <b>Huge</b> - 5:11<br/> <b>Hundreds</b> - 4:2                 </p> <div>I</div> <p> <b>I'm</b> - 2:10, 2:17, 8:13<br/> <b>Impact</b> - 2:16, 3:19, 5:11, 5:20, 6:21, 7:11<br/> <b>Implementation</b> - 10:1<br/> <b>Important</b> - 4:4, 6:18, 6:20<br/> <b>Increase</b> - 5:16<br/> <b>Increasingly</b> - 9:11<br/> <b>Incredible</b> - 8:6<br/> <b>Industries</b> - 8:3, 8:9, 8:14, 9:23, 10:7<br/> <b>Insolvency</b> - 9:15<br/> <b>Institution</b> - 6:22<br/> <b>Institutions</b> - 3:20, 4:5, 4:16, 4:19, 5:20, 7:4, 9:21<br/> <b>Insurance</b> - 9:15<br/> <b>Intent</b> - 4:1, 4:12<br/> <b>Interest</b> - 3:14, 8:23<br/> <b>Interests</b> - 5:6, 9:1<br/> <b>International</b> - 5:2, 5:3<br/> <b>Issue</b> - 4:3<br/> <b>Issues</b> - 9:2, 9:23, 10:19<br/> <b>It's</b> - 4:4, 5:17, 6:20, 6:21, 9:22                 </p> <div>J</div> <p> <b>Jeff</b> - 2:19<br/> <b>Jobs</b> - 5:23<br/> <b>Joining</b> - 8:3, 8:8<br/> <b>Judicial</b> - 3:10                 </p> |
|--|--|--|---|---|

|   |  |   |   |   |
|---|--|---|---|---|
| <div>L</div> <div>Largest - 8:15, 8:18</div> <div>Later - 4:11</div> <div>Lawson - 8:4, 8:10, 8:11, 8:13, 10:14</div> <div>Lawsuit - 7:5</div> <div>Lawsuits - 3:16, 3:21, 4:6, 4:21, 5:19, 9:18</div> <div>Layer - 5:12, 5:19</div> <div>Leading - 8:22</div> <div>Leave - 10:2</div> <div>Legislation - 2:2 3, 6:7, 9:4</div> <div>Legislative - 4:1</div> <div>Legislature - 6:1 2</div> <div>Level - 9:12</div> <div>Local - 2:15</div> <div>Look - 6:12, 9:8, 9:16, 10:7, 10:15</div> <div>Lot - 9:22, 10:18</div> <div>Low - 10:5, 10:6</div> <div>M</div> <div>Mainstream - 8: 20</div> <div>Maintain - 6:4</div> <div>Malden - 3:12</div> <div>Many - 8:19, 9:19, 10:7</div> <div>Mass - 4:12</div> <div>Massachusetts - 2:12, 3:1, 3:17, 5:4, 5:11, 8:4, 8:9, 8:15</div> <div>Matters - 6:17</div> <div>Mccarron - 2:3, 2:5, 2:6, 2:10, 6:9, 7:2, 7:6</div> <div>Mccurtry - 2:2, 6:9, 8:2, 10:11, 10:17</div> <div>Mcmurtry - 2:7</div> <div>Measures - 10:1 7</div> <div>Media - 7:9</div> <div>Medium - 8:20</div> <div>Members - 2:8, 7:1, 8:12, 8:16, 8:21, 8:23, 9:20</div> <div>Members' - 9:9</div> <div>Mike - 2:20</div> <div>Millions - 4:2</div> <div>Miracle - 8:5</div> | <div>Model - 9:6</div> <div>Much - 7:12, 7:13</div> <div>N</div> <div>Needed - 2:23</div> <div>New - 5:9</div> <div>Newer - 5:10</div> <div>Nonprofit - 2:12, 6:2</div> <div>Note - 4:4</div> <div>O</div> <div>Occasionally - 6 :14</div> <div>Offer - 2:17</div> <div>Often - 8:23</div> <div>Olivera - 2:7, 8:12</div> <div>One - 3:6, 6:15, 9:14</div> <div>Outcomes - 9:7</div> <div>Oversight - 3:7</div> <div>Owed - 4:9</div> <div>P</div> <div>Paid - 3:9, 4:9, 4:11, 10:1</div> <div>Pass - 9:3</div> <div>Past - 10:18</div> <div>Pay - 3:3, 4:7, 4:11, 9:4</div> <div>People - 2:15</div> <div>Persistently - 10 :6</div> <div>Person - 6:10, 8:8, 10:13</div> <div>Places - 4:2</div> <div>Potential - 3:23, 4:17</div> <div>President - 2:4, 2:10, 8:13</div> <div>Press - 8:7</div> <div>Private - 2:12</div> <div>Productive - 10: 17</div> <div>Program - 10:2</div> <div>Providing - 3:7</div> <div>Pursuing - 7:9</div> <div>R</div> <div>Raise - 4:21</div> <div>Rather - 3:13</div> <div>Received - 4:6</div> <div>Recently - 3:15</div> <div>Recognize - 2:2 2</div> | <div>Regularly - 4:7</div> <div>Regulatory - 9:1 2</div> <div>Reliably - 3:9</div> <div>Remotely - 8:3</div> <div>REP - 2:2, 6:9, 8:2, 10:11, 10:17</div> <div>Representative - 2:19, 2:21</div> <div>Research - 5:8, 5:23</div> <div>Result - 3:20</div> <div>Resulted - 3:6</div> <div>Resulting - 4:18</div> <div>Reuter - 3:11, 3:22</div> <div>Revealed - 3:15</div> <div>Revolves - 9:10</div> <div>Rob - 2:3, 2:9, 7:3</div> <div>Role - 6:4</div> <div>Roy - 2:20, 2:21, 2:22</div> <div>Rush - 2:20, 2:22</div> <div>S</div> <div>Sam - 8:4, 8:10, 8:13, 10:19</div> <div>Scheduled - 4:7</div> <div>Schools - 5:13</div> <div>Sectors - 8:17, 10:7</div> <div>See - 2:7, 2:8</div> <div>Seek - 3:18, 6:1</div> <div>Seen - 5:1</div> <div>Senate - 2:18, 3:18</div> <div>Senator - 2:20, 2:22, 7:2</div> <div>Serve - 4:20, 9:6</div> <div>Session - 9:2, 9:9, 9:10, 10:8, 10:16</div> <div>Sessions - 10:1 8</div> <div>Severe - 5:21</div> <div>Shapes - 10:4</div> <div>Share - 6:20</div> <div>Showing - 10:12</div> <div>Significant - 5:2, 5:21, 6:11, 10:19</div> <div>Sized - 8:20</div> <div>Sizes - 10:4</div> <div>SJC - 3:10</div> <div>Slowed - 5:10</div> <div>Small - 8:19</div> <div>Social - 7:9</div> | <div>Solution - 9:17</div> <div>Spike - 9:18</div> <div>Staff - 9:6, 10:9</div> <div>State - 2:17, 8:19, 10:2</div> <div>State's - 9:15</div> <div>Statewide - 8:15 , 10:3</div> <div>Statute - 3:7, 4:2, 6:4, 6:5</div> <div>Statutory - 3:14</div> <div>Strong - 8:23</div> <div>Structural - 9:14</div> <div>Structure - 4:12</div> <div>Students - 2:14, 4:20, 5:2, 5:3, 5:5, 5:22</div> <div>Suffered - 4:17</div> <div>Support - 2:18, 6:7</div> <div>Supreme - 3:10, 3:21</div> <div>T</div> <div>Talent - 10:3, 10:5</div> <div>Talents - 5:6</div> <div>Target - 3:2, 9:19</div> <div>Targeted - 4:6, 9:19</div> <div>Tax - 5:16</div> <div>Technical - 9:20</div> <div>Technology - 8: 5, 8:6</div> <div>Terminated - 5:9</div> <div>Testimony - 2:2, 7:3</div> <div>Thanks - 8:2</div> <div>That's - 5:4, 5:11, 7:10, 8:6</div> <div>There's - 3:5, 5:7, 6:14, 10:18</div> <div>These - 2:20, 3:14, 3:19, 3:20, 4:6, 4:15, 4:21, 5:19, 5:20, 6:7, 6:8, 6:17</div> <div>Threatening - 5: 13</div> <div>Threats - 5:2, 5:15</div> <div>Three - 9:23</div> <div>Time - 3:4, 5:18, 6:14, 10:10</div> <div>Timely - 6:11</div> <div>TIMESTAMP - 2: 1, 8:1</div> | <div>Transparency - 9:4</div> <div>Treat - 6:1</div> <div>Trebling - 3:12</div> <div>Two - 3:6, 9:18</div> <div>Types - 3:8</div> <div>U</div> <div>Uncertainty - 4: 23</div> <div>Underlying - 3:1 3</div> <div>Unemployment - 9:15, 10:6</div> <div>Unintended - 2: 23, 3:5, 3:14, 6:14</div> <div>Universities - 2: 11, 3:17, 5:1, 6:2</div> <div>University - 7:7</div> <div>Unprecedented - 4:23, 5:18</div> <div>Unscrupulous - 3:3, 6:5</div> <div>Unspecified - 4: 13</div> <div>Unstable - 9:11</div> <div>Using - 9:19</div> <div>V</div> <div>VAC - 10:6</div> <div>Via - 7:9</div> <div>Vice - 8:13</div> <div>Violate - 5:14</div> <div>Violations - 9:20</div> <div>Voice - 8:22</div> <div>W</div> <div>Wage - 3:1, 3:2, 4:12, 9:19</div> <div>Wages - 3:13</div> <div>Welcome - 2:5, 10:9</div> <div>We're - 2:3, 6:19, 7:10, 9:13, 10:2</div> <div>Work - 6:15, 9:2, 9:7</div> <div>Worked - 9:2</div> <div>Working - 9:16, 10:8</div> <div>Works - 9:17</div> <div>Worse - 7:11</div> <div>Y</div> <div>Year - 2:17, 5:5, 5:7, 5:12</div> <div>You're - 10:11</div> |
|---|--|---|---|---|

|   |  |  |  |  |
|---|--|--|--|--|
| <div>Z</div> <div>Zip - 8:7</div> <div>\$</div> <div>\$3.5 - 5:12<br/>\$4 - 5:4<br/>\$71 - 2:16</div> <div>0</div> <div>0:29:44 - 2:1<br/>0:35:50 - 2:1</div> <div>1</div> <div>1:19:15 - 8:1<br/>1:21:57 - 8:1<br/>100 - 8:17<br/>100,000 - 2:15<br/>1369 - 2:19, 3:18</div> <div>2</div> <div>200 - 8:21<br/>2014 - 2:5<br/>2022 - 3:11<br/>2164 - 2:18, 3:18<br/>290,000 - 2:14</div> <div>3</div> <div>3,400 - 8:16</div> <div>5</div> <div>50 - 8:17<br/>58 - 2:12</div> |  |  |  |  |
|---|--|--|--|--|